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Inside New Kentucky State Police Cadets Report for Training

First cadet class in two years reports for training in Frankfort.

Pg. 4



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This issue of *Unbridled Voice*, with its cover story on the new class of Kentucky State Police cadets, is especially timely. When their training is complete, these men and women will have many law enforcement duties. One of the most important will be their role in preventing highway accidents.

I take great pride in all our administration's accomplishments, but I am especially proud of what we have been able to accomplish in highway safety.

We are saving lives. Last year, the number of traffic fatalities in Kentucky hit a five-year low – the first decline in annual fatalities since 1999.

The tragic truth is that highway fatalities tend to go up – not down – year after year after year. When I became governor, I was determined to do something about that. I also knew there would be no single solution. Thus, our approach has been comprehensive.

First, we are building state-of-the-art roads and bridges. In many parts of Kentucky, interstate highways and bridges are being widened, with ample shoulders, to meet 21st century standards. Older roads are being made safer with new guard rails, turn lanes, traffic signals and median cable barriers. Radar speed signs are deployed in many areas.

We have funded dozens of sidewalk and crosswalk projects through the Safe Routes to School program, enabling our children to walk or ride bikes without having to venture into traffic. We have channeled highway safety funds to police and sheriff's departments across Kentucky to aid them in getting dangerous drivers off the road.

We also worked with the Legislature to win passage of laws known to be effective in saving lives – primary seatbelt; the graduated driver's license, which greatly benefits our teenagers, and "quick clearance," which allows vehicles in noninjury accidents to be moved off the roadway.

Our efforts have been recognized nationally. The Governors Highway Safety Association recently presented us with its highest award.

The numbers fluctuate from day to day, but fatalities in Kentucky this year have been running about 30 fewer than at the same point in 2006. We are making progress, but we need to press forward.

It is sobering, however, to realize that Kentucky's traffic fatality total in 2006, even at a five-year low, was 913. We can do better. I have set a goal of reducing fatalities to 700 or fewer by the end of 2008. Together, we can do it.

Sincerely,

Ernie Fletcher, Governor
<http://governor.ky.gov/>



AN EQUAL OPPORTUNITY EMPLOYER M/F/D



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Trooper Ryan Loudermilk instructs a cadet on the finer points of proper saluting.

New Kentucky State Police Cadets Report for Training

The Kentucky State Police welcomed cadets to its headquarters in Frankfort on Sept. 9 to begin KSP's first training class in nearly two years. During a 23-week period, the cadets will be challenged both mentally and physically to determine if they have what it takes to become Kentucky State Troopers.

"As an agency, we're really excited about this new class of cadets," says KSP Commissioner Jack Adams. "Sixty-three troopers have retired since our last class graduated in December of 2005, so we're eager to replenish our ranks in order to continue our mission of protecting the citizens of Kentucky."

The new cadet class started with 80 men and 12 women. Three are African-American and one is Hispanic. One holds a master's degree, 34 have bachelor's degrees and 11 have associate degrees. Twenty-five have military experience. The average age is 28.

The cadets face a tough road before they can put on the distinctive campaign hat and gray uniform of the Kentucky State Police. They'll have to complete more than 1,000 hours of classroom and field study that includes subjects such as constitutional law, juvenile and traffic law, use of force, weapons training, defensive tactics, first aid, high speed vehicle pursuit, criminal investigation, survival Spanish, computer literacy, hostage negotiations, evidence collection, radio procedures, search and seizure, crash investigation, drug identification, traffic control, crowd control, armed robbery response, land navigation, electronic crimes, sex crimes, hate crimes, domestic violence, bomb threats and hazardous materials.

"Physically, the cadets will have to prove themselves daily," explains Capt. Tony Terry, commander of the KSP Academy. "They must repeatedly demonstrate the ability to perform under stressful conditions and successfully overcome adversity."



Physical conditioning is a vital part of cadet training throughout the 23-week program.

Due to these mental and physical demands, the attrition rate is high. "Historically, 20 percent of the cadets drop out before completing their training," he says. As of Sept. 24, the class has dropped to 71 cadets (65 men and six women).

The cadets represent 59 communities throughout Kentucky including - Albany, Ashland, Beaver Dam, Barbourville, Berea, Bonnieville, Bronston, Campbellsville, Combs, Corbin, Cumberland, Edmonton, Elizabethtown, Eminence, Falcon, Falmouth, Frankfort, Franklin, Flemingsburg, Frenchburg, Georgetown, Glasgow, Grayson, Guston, Harold, Hazard, Henderson, Hindman, Law-

renceburg, Lexington, Lily, London, Louisville, Mayfield, Mt. Sterling, Mallie, McKee, Middlesboro, Mt. Vernon, Murray, Paducah, Phyllis, Premium, Radcliff, Richmond, Russell Springs, Seco, Smilax, Somerset, Stanford, Stinnett, Sturgis, Summer Shade, Tomkinsville, Viper, Waco, West Liberty and Williamsburg.

Eight cadets are from out of state.

The cadets are tentatively scheduled to graduate on Feb. 25, 2008.



The impressive all-wood lodge at Lake Barkley State Resort Park near Cadiz sets along Lake Barkley.

commerce

Take Advantage of the Kentucky State Parks' Commonwealth Connection Program

Have a little vacation or comp time to use up and need a quick getaway? Take advantage of the unique beauty and history surrounding you right here in Kentucky!

The Kentucky State Parks' Commonwealth Connection program which offers you reduced rates on lodge rooms and cottages at "the nation's finest" resort parks. The offer is good from Nov. 4, 2007, through March 31, 2008.

Lodging is subject to availability and may exclude park special events and holiday weekends.

Rates:

Lodge Room - \$44.95

1BR Cottage - \$74.95

2BR Cottage - \$84.95

3BR Cottage - \$94.95

There are two ways to make your reservations at any one of our breathtaking resort parks: Online or via telephone. Visit us at www.parks.ky.gov and use the promotional code "CC7" when making your reservation online. A list of phone numbers is on our Web site, or you may call 1-800-255-PARK (7275) to be transferred to the park of your choice. Be sure to mention the "Commonwealth Connec-

tion" to receive your special rate. Proof of government employment or past service may be required at check-in.

Employee Wins Cast-Iron Chef Competition For Third Straight Year

For the third year in a row, Mike Vaughn, a chef for the Kentucky State Parks in Frankfort, won the Cast-Iron Chef Competition at the Kentucky State Fair.

Vaughn cooked a rib loin pork chop stuffed and topped with crab, smoked bacon, fresh diced tomatoes and gruyere cheese with a vodka basil lemon butter. It was served with a poblano pepper and shallot sweet potato croquette.

Vaughn faced another excellent chef, James Bousson of Lucky Strike Lanes at 4th Street Live in Louisville.

The judges were three randomly chosen visitors to the state fair on August 25. Points were awarded for taste, presentation and creativity.

Vaughn is the chef and manager at the parks' cafeteria at the Cabinet for Health and Family Services Building.

Vaughn, who is from Bowling Green and now lives in Frankfort, has been cooking for 14 years, the last four for the Department of Parks. He said he has been fortunate to get to cook

with other excellent chefs, including his grandmother, Laverne Vaughn, and Eddie Hunt, the chef for the Department of Parks at the Capitol Annex.

Vaughn also took part in a cooking demonstration at the State Fair to highlight the Kentucky Proud program, which promotes Kentucky-produced items.

education

Lincoln Trail Workforce Investment Board

Kentucky Education Cabinet Secretary Laura E. Owens presented a \$374,000 check from Governor Ernie Fletcher to the Lincoln Trail Workforce Investment Board for advanced manufacturing training and the purchase of robotics equipment in Marion and Washington counties.

The funds from Governor Fletcher's Workforce Investment Act Statewide Reserve will expand employment and training opportunities for the Central Kentucky I-65 Corridor Workforce Innovation in Regional Economic Development (WIRED) initiative. The award is part of an ongoing initiative to address workforce and education needs and spur innovation and entrepreneurship in a 15-county area designated as the Central Kentucky I-65 Corridor. The area includes Breckinridge, Bullitt, Grayson, Hardin, Henry, Jefferson, Larue, Marion, Meade, Nelson, Oldham, Shelby, Spencer, Trimble and Washington counties.



Education Cabinet Secretary Laura E. Owens presents \$374,000 to the Lincoln Trail Workforce Development Board. (Left to right) Kim Huston, chair, Lincoln Trail Workforce Development Board, Education Cabinet Secretary Laura E. Owens, Laura Arnold, principal, Marion County Area Technology Center, Representative Jimmy Higdon and Tom Lund, executive director, Marion County Office of Economic Development.

"This award will provide start-up money to train current and future workers in advanced manufacturing jobs," said Governor Fletcher. "We are experiencing a dramatic shift in the area toward high-skill manufacturing jobs that require specialized training and equipment. The funds will help companies fill critical workforce gaps that have been identified in the I-65 Corridor WIRED initiative so that the region can remain competitive and take advantage of future opportunities."

Companies in the region have formed a training consortium to identify technology and advanced production methods that will require highly skilled workers. In addition to the \$374,000 from Governor Fletcher, companies in the area have committed

\$261,000 to the initiative for equipment and training. The money will be used to retrain current workers and new hires in robotics at the Marion County Area Technology Center.

"For Kentucky to prosper in an extremely competitive global marketplace, we have to prepare our people to meet challenges in education and training," Secretary Owens said. "This region of Kentucky is uniquely qualified for high-tech expansion because I-65 is one of the most heavily traveled north-to-south interstates in the United States, and the region is

supported by a strong infrastructure. It is an exciting initiative that will bring job opportunities in high paying fields.”

To maintain and encourage progressive industries and economic development, state and local government officials, workforce investment boards, education and training providers and business and industry representatives are working together to prepare all areas of the I-65 Corridor for planned development. Developments along the I-65 Corridor include a \$1 billion United Parcel Service hub expansion, scheduled for completion in 2010, and a base realignment at Fort Knox that will require a shift to technology-focused careers.

Wendell Lawrence, executive director of the Lincoln Trail Area Development District, said, “We would like to thank Governor Fletcher for his support and investment in advanced manufacturing. The I-65 Corridor WIRED project establishes advanced manufacturing as one of the keystones for economic transformation and talent development. This investment is an important first step in building a highly competitive workforce.”

The U.S. Department of Labor, Employment and Training Administration started the WIRED initiative in 2005 to encourage the development of regional economies across the country through economic and workforce partnerships. The I-65 Corridor is one of 13 regions in the nation

selected in the third generation of WIRED funding. Each region will receive \$5 million over three years. For more information on the WIRED initiative, go to <http://www.doleta.gov/wired>.

environmental & public protection

OFI Credit Union Branch Receives Accreditation

The Office of Financial Institutions (OFI), which regularly examines credit unions and other financial entities, has itself undergone an examination, resulting in high marks from a national accrediting organization.

The National Association of State Credit Union Supervisors NASCUS has reaccredited OFI's Credit Union Branch for a five-year period.

“The Kentucky Office of Financial Institutions is gratified to be recognized by its peers as a highly skilled, competent, professional organization that capably fulfills the important responsibility of ensuring the safety and soundness of our Kentucky state-chartered credit unions,” said OFI Executive Director Cordell Lawrence.

The NASCUS review team evaluated OFI's ability to meet the standards in six designated areas: department administration and finance, personnel, training examination, supervision and legislative powers.

The team examined OFI's capability to:

- Fulfill its statutory responsibilities to charter, regulate, examine and supervise all state-chartered credit unions under its jurisdiction.
- Create and maintain a competent regulatory program.
- Produce high-quality examination reports.
- Enforce all relevant statutes.

The accreditation process provides an objective critical analysis to ensure we are current in our examination policies and procedures and that we employ nationally recognized best practices of regulatory supervision and oversight,” Lawrence said.

OFI is an agency of the Department of Public Protection in the Environmental and Public Protection Cabinet. It licenses, charters and regulates the activities of state-chartered/licensed depository and non depository

financial institutions. OFI's mission is to serve the public through effective and efficient regulation that promotes consumer confidence and economic growth.



Angela Brown, Kentucky Office of Alcoholic Beverage Control

Certified Fraud Examiner

The Kentucky Office of Alcoholic Beverage Control (ABC) is proud to announce that auditor Angela Brown has been awarded the Certified Fraud Examiner (CFE) designation from the Association of Certified Fraud Examiners.

CFE's are knowledgeable in four areas critical to the fight against fraud: fraudulent financial transactions, criminology and ethics, legal elements of fraud and fraud investigation. The ACFE's Board of Regents awards this designation only to select professionals who meet a stringent set of criteria including character, experience, and education. Mrs. Brown has successfully met these criteria and now joins the ranks

of over 19,000 business and government professionals worldwide who have also earned the CFE certification.

As ABC's only auditor, Mrs. Brown is indispensable to ABC investigations. Many areas in the state only allow restaurants to serve alcoholic drinks if they maintain 50 to 70 percent food sales. To ensure that these restaurants are complying with the law, Mrs. Brown conducts audits of such establishments. Unfortunately, some establishments attempt to manipulate their numbers. With the CFE certification, Angela has the tools to detect such fraudulent activity.

Champion of Indigent Defense Award

The National Association of Criminal Defense Lawyers (NACDL), the largest U.S. advocacy organization promoting quality legal representation for persons accused of a crime and the fair administration of the criminal justice system, awarded Ernie W. Lewis the "Champion of Indigent Defense Award" during the organization's 2007 annual meeting in San Francisco.

The Champion of Indigent Defense Award recognizes an individual for outstanding efforts in making positive changes to a local, county, state, or national indigent defense system through legislation, litigation, or other methods.

Mr. Lewis is being honored for his exceptional work serving as the Kentucky Public Advocate, the state's chief defender, since

1996. Mr. Lewis has been an attorney for the Department of Public Advocacy since he was admitted to the Kentucky Bar Association in 1977. He has taken extraordinary steps to improve public defense services – creating a full-time, statewide defender system in Kentucky, improving training, increasing funding for public defender services and decreasing the caseloads of public defenders in Kentucky.



Ernie W. Lewis, Kentucky Department of Public Advocacy

"For more than 30 years, Mr. Lewis has worked to ensure that the criminal justice system is fair for all," said NACDL Indigent Defense Counsel Malia Brink. "We are thrilled to recognize Mr. Lewis for his exemplary leadership as chief public defender, with our Champion of Indigent Defense Award."

The National Association of Criminal Defense Lawyers is the pre-eminent organization in the United States advancing the mission of the nation's criminal defense lawyers to ensure justice and due process for persons

accused of crime or wrongdoing. A professional bar association founded in 1958, the NACDL, with 12,000 direct members and 30,000 members affiliated with 88 state and local organizations is committed to preserving fairness within America's criminal justice system.

The Department of Public Advocacy (DPA) provides poor Kentucky defendants, who are accused of a crime, with high quality legal services through an effective delivery system, which ensures a defender staff dedicated to the interests of their clients and the improvement of the criminal justice system. DPA serves over 140,000 defendants per year.

homeland security

Are You Ready in the Event of a Disaster?

September is National Preparedness Month and there are ample reasons for you and your family to take emergency planning and preparation seriously. Homeland security is about being prepared for any disaster – natural or man-made.

There's little difference in preparing to face any dangerous situation from fires to tornadoes to floods, if you are prepared, you avoid that potentially disastrous first reaction: hitting the panic button.

The Kentucky Office of Homeland Security suggests two easy ways to prepare your family and yourself for emergencies: Develop a family emergency plan and a family emergency survival kit.

A family emergency plan ensures that everyone knows how to communicate in a crisis and where to gather in relative safety. For instance, if phones are down, most of us automatically assume we'll use our cell phones. But what if cellular service is out too? How do we reach our kids at school? How do we reach the rest of our family?

Has the entire family agreed on a pre-selected location for everyone to meet? Do we know the routes emergency personnel have identified to get out of the affected area?

Your Family Emergency Supply Kit prepares your family to survive without outside assistance if rescue workers cannot immediately reach you.

For example, suppose an earthquake creates a situation similar to Hurricane Katrina right here in Kentucky. Kentuckians have an opportunity to put together in advance a kit to help them be self-sustaining for up to three days or at least until help arrives. As we all saw with Katrina, three days of supplies can make all the difference in the world.

Obviously, your family will need water and nonperishable foods in your kit. Did you think about a can opener to crack open those cans of chicken soup? How much water? What about medicines? A battery-powered radio to listen for emergency bulletins, fresh diapers, copies of important documents that may be lost?

The Kentucky Office of Homeland Security is dedicated to providing the tools necessary for first responders such as firefighters, law enforcement officers and other emergency personnel to do their jobs effectively and efficiently in the event of a disaster. However, all Kentuckians should be prepared to take care of themselves for up to three days should the unthinkable occur.

Step-by-step instructions are available online at www.ProtectYourFamily.ky.gov. Rest easy knowing you and your family are protected and ready in case of any emergency.

commerce

Three State Resort Parks to Offer Elk Viewing

Pine Mountain State Resort Park near Pineville will be offering elk viewing tours this fall and winter, along with two other state parks in eastern Kentucky.

The return of elk to the region is considered one of Kentucky's biggest wildlife management success stories. The animals, after being gone from the state for 150 years, were returned in 1997. They now number more than 6,300.

You can pick out a weekend, stay at a state park lodge or cottage and rise early to enjoy one of these unique tours. Participants should bring their cameras – there should be great photography opportunities. The largest elk herds are located on privately owned lands that are normally closed to the public. This is one of the few opportunities available for the public to see the greatest number of elk.

In addition to Pine Mountain tours will also be conducted at Jenny Wiley State Resort Park.

"Elk tours are still rising in popularity as a wildlife viewing experience," said state park naturalist Carey Tichenor. "The tours from the Pine Mountain State Resort Park location will offer a different viewing opportunity from the other parks because they will take place in another geographic region."

The dates of the Pine Mountain elk tours are Oct. 20, Nov. 3, Dec. 1, Dec. 15, and in 2008 on Jan. 12 and Jan. 19. Call Pine Mountain at 1-800-325-1712 for information and reservations.

The other elk tour dates at Jenny Wiley are: Oct. 20, 21, 27; Nov. 3, 17, 24; Dec. 1, 15; Jan. 12, 19, 26, 27; Feb. 9, 16, 23; March 1, 8, 15. Call Jenny Wiley State Resort Park at 1-800-325-0142 for information and reservations.

Kentucky History Center

Featured handmade instruments, carvings, and tools made or used by beloved Kentuckian Homer Ledford will be on exhibit at the Kentucky Historical Society's Music and Innovation: The Art of Homer Ledford through December 31.

The exhibit provides a closer look at Ledford's life and work. Ledford was a luthier, or stringed-instrument maker. Ledford's art was rooted in his innovative nature, his musical talent and his woodworking and mechanical skills. Ledford crafted over 6,500 instruments during his lifetime, making him one of the most prolific luthiers in the southeastern United States. Ledford was best known for making dulcimers, a three-stringed folk instrument. His creativity is best highlighted by the unique instruments he invented. The dulcitar, dulcijo, and dulcibro were inventive hybrids that combined the elements of the dulcimer with the guitar, banjo and dobro.

Ledford was also a talented bluegrass musician. He played nationally and internationally with the Cabin Creek Band at concerts, festivals and schools.

Ledford's instruments are cherished for their exceptional workmanship and beautiful tone. He has been honored for his work numerous times, including awards from the Southern Highland Craft Guild. Ledford was a master artist whose life work resonates harmoniously with his time and place. The creative and innovative instruments he made have helped Ledford shine as one of Kentucky's master luthiers.

"Homer Ledford's work lives on through the music he recorded, the instruments he crafted and the craftsmen he inspired," says Kent Whitworth, executive director of the Kentucky Historical Society. "His story, along with the stories of all luthiers, both in and outside the commonwealth, provides all Kentuckians connections to the past, perspective on the present, and inspiration for the future."

The Kentucky Historical Society is presenting this exhibit at the Thomas D. Clark Center for Kentucky History, located at 100 West Broadway, Frankfort, KY. Hours of admission are 10 a.m. to 5 p.m. Tuesday through Saturday. For more information about "Music and Innovation: The Art of Homer Ledford," visit <http://www.history.ky.gov> and click on "Exhibitions."

education

Council on Postsecondary Education

Reecie Stagnolia, associate vice president of Kentucky Adult Education, has been elected to a two-year term on the Executive Committees of the National Adult Education Professional Development Consortium (NAEPDC) and the National Council of State Directors of Adult Education (NCSDAE). As a member of these executive committees, Stagnolia will provide input to shape national adult education initiatives.

Stagnolia has worked in adult education in Kentucky for more than 20 years, serving in his most recent role since 2003. He has also served on the NAEPDC Policy Committee since 2002.

"I am honored to continue my work with these national organizations," said Stagnolia. "Our adult educators are a key resource to raise the educational attainment of adults in Kentucky and across the nation. We must ensure they have the tools they need to do this important work"

The NAEPDC provides professional development, policy analysis and dissemination of information related to adult education at the national level. NAEPDC works with the U.S. Department of Education, the National Institute for Literacy, the National Center for the Study of Adult Learning and Literacy, the National Center for Adult Literacy, the National Coalition for Literacy and other national adult education organizations in planning for programs and activities to support adult learning initiatives.

For more information about the National Adult Education Professional Development Consortium, visit <http://www.naepdc.org>. For more information about the National Council of State Directors of Adult Education, visit <http://www.ncsdae.org>.

finance & administration

Certificate of Achievement

The Commonwealth of Kentucky has been awarded the Certificate of Achievement for Excellence in Financial Reporting by the Government Finance Officers Association of the United States and Canada (GFOA) for its comprehensive annual financial report (CAFR). This marks the 20th consecutive year that the commonwealth has received this award, landing Kentucky in the top 10 states to annually achieve such a distinction.

This certificate of achievement is the highest form of recognition bestowed by GFOA in the area of governmental accounting and financial reporting. The Award of Financial Reporting Achievement was presented to Ed Ross, a 36-year state employee and controller for the commonwealth, a position only he has held since its inception in 1994. Prior to becoming controller, Ross served as director of the division of accounts, the office responsible for the production of the CAFR. This is the 20th straight year that Ross has accepted this award on Kentucky's behalf.

"Under Mr. Ross' leadership, the commonwealth of Kentucky has earned a position of national prominence in financial reporting," said Finance and Administration Cabinet Secretary Mike Burnside. "We are indeed fortunate to have him as our controller and we congratulate him and his staff for their accomplishments."

health & family services

Public Health Warns Some Toys Can Be a Health Threat

Recent toy recalls have made headlines and caused parents to worry about their children's potential exposure to lead and its effect on their health.

The Kentucky Department for Public Health (DPH) wants consumers to know more about the dangers of lead exposure and about the possibility that some products, such as children's toys, could contain substantial amounts of lead.

DPH encourages Kentuckians to be aware of recalls related to lead and to familiarize themselves with and regularly monitor product safety resources such as agencies and Web sites containing the most up-to-date information in lead-related news.

"Children who ingest lead are at risk for many harmful effects including reduced IQ, behavioral problems and learning disabilities," said Krista Bailey, coordinator for DPH's childhood lead poisoning prevention program. "Severe lead poisoning can cause coma, convulsions and death."

Lead paint was banned for residential use in 1978, barring the dangerous element from products such as house paint, dishes and toys. Unfortunately, this law does not prohibit the use of lead in products manufactured in other countries.

Toy manufacturers and distributors have not been able to identify a method to catch the importation of toys tainted with lead-based paint in all cases. So it's extremely important that consumers discard any products that could contain lead and know the signs of lead exposure.

"Children are more vulnerable to lead poisoning because their developing bodies absorb lead more easily than adults," said Bailey. "Children are also more likely to put their hands in their mouths after touching areas where lead can potentially be, such as floors, windowsills or areas near home renovation."

Lead also disrupts the development process in children, which may lead to nervous system damage. The Centers for Disease Control and Prevention and the lead poisoning prevention program recommend that children be screened at the ages of 12 and 24 months for potential lead exposure.

"Although the vast majority of toy manufacturers and retailers do a wonderful job of providing and marketing very safe products, we are conducting effectiveness checks around the state to ensure these recalled toys are out of the marketplace and not available for consumer purchase," said Guy Delius, assistant director of the public health protection and safety division.

For more information on recent toy recalls and how to protect children from lead hazards, go to <http://www.nchh.org/index.htm> and click on the link for two fact sheets the National Center for Healthy Housing has released. Information is also available from the lead poisoning prevention program Web site at <http://www.putthelidonlead.org>.

personnel

New Online Recruitment System to Roll Out in November

The Personnel Cabinet is preparing to launch an online recruitment system, Career Opportunities (COS), this fall. COS will benefit applicants, commonwealth agencies, and the Personnel Cabinet in several ways:

COS will allow applicants to:

- Create, view and update their employment application and personal information online.
- Apply for vacant positions via the Internet 24/7 eliminating the need to travel to Frankfort.
- Electronically search for job vacancies and be notified by e-mail of vacancies for which they may want to apply.

COS will allow agencies to:

- Develop job postings which target specific knowledge, skills, and abilities they are looking for in an applicant.
- Receive registers consisting of qualified, interested applicants
- View applicant information online.
- Conduct electronic searches of applicant information for desired/required skills, education, and experience.
- Have online approval functionality for the hiring process.

COS will allow the Personnel Cabinet to:

- Work closely with the hiring agencies to develop job postings which target specific knowledge, skills, and abilities that agencies are looking for in a candidate.
- Continue to qualify candidates for job classifications.

- Have the ability to conduct an electronic search of candidate information based on desired/required skills, education, and experience to produce a better register of candidates for the requesting agency.
- Have expanded reporting ability.

The Personnel Cabinet will notify all applicants prior to the start date for the Career Opportunities System.

Personnel Cabinet Has Moved

The Personnel Cabinet has moved into the newly renovated State Office Building at 501 High Street, Frankfort. Kentucky Employee Assistance Program, Kentucky Public Employees Deferred Compensation Authority, and the Office of Governmental Services Center were not included in the move.

transportation

Cabinet Honors First African-American Military Pilots

In August, Governor Fletcher and the Transportation Cabinet designated I-75 in Fayette County as a lasting memorial to a group of military pioneers – the famed Tuskegee Airmen.

Governor Fletcher's chief of staff, Stan Cave, represented the Governor in unveiling a highway sign for the "Tuskegee Airmen Memorial Trail" during a ceremony at the Aviation Museum of Kentucky in Lexington.

The African-American aviators, who derived their name from their training at Tuskegee Army Airfield in Alabama in World War II, had to overcome the institutionalized racism of a segregated American military, Cave noted.

"The original group of Tuskegee Airmen cadets was brave on two fronts: While putting themselves in harm's way to defend this country, they also were overcoming race barriers," said Cave. "It is therefore both appropriate and long overdue for us to honor these men for their courage and gallantry during a truly perilous time.

"We not only pay tribute to their patriotism, but to their resolve to overcome the racism of that period. The determination of the Tuskegee Airmen resulted in one of the most impressive combat records in U.S. military history. Their commitment also paved the way for subsequent efforts to ensure equal opportunity for all Americans," Cave said.

Senate Joint Resolution 93, passed by the 2007 General Assembly, directed the memorial designation. Kentucky is the first state to install signs naming a portion of its interstate system in honor of the Tuskegee Airmen. Colorado has passed similar legislation.

From 1942 to 1946 nearly 1,000 pilots graduated from the Tuskegee program and received commissions and pilot wings. Four hundred fifty Tuskegee aviators served overseas. One of their units, the 99th Pursuit Squadron, saw combat in North Africa, Italy and Sicily.

The Tuskegee Airmen also created opportunities for African-Americans who trained in an array of support specialties. The sign recognized not only the air crew but also the invaluable contributions of nearly 14,000 ground support personnel.

Spotlight

Louella Moore Honored for Service at Pioneer Museum



Louella Moore, 86, is honored during a ribbon-cutting ceremony at Blue Licks Battlefield State Resort Park's Pioneer Museum for 31 years of service as a guide at the museum.

A special employee received recognition for 31 years of service to Blue Licks Battlefield State Resort Park during the park's commemoration of the 225th anniversary of the battle.

Louella Moore, 86, received a citation from the House of Representatives and was honored during a ribbon-cutting ceremony Aug. 18, 2007 for the park's renovated Pioneer Museum. The lower floor of the museum where she works as a guide will be known as the "Ms.

Louella Moore Changing Exhibits and Presentation Area."

"She is as much a part of that museum as anything else," said Stefanie Gaither, the park manager. "Some people return to the museum each year just to visit her."

Moore, known as Miss Lou to most guests, is a native of Robertson County and lives near the park.

"I love my job. I feel like if I wasn't here for 30 years my life would be wasted," she said.

The museum, built during the Depression, has undergone a \$150,000 renovation with improved exhibits and a detailed interpretation of the 1782 Battle of Blue Licks, the last Revolutionary War battle fought in Kentucky.

The museum includes exhibits and artifacts about prehistoric animals and fossils, Native Americans who lived in the area and pioneers who moved there in the 18th century. Another major focus is the battle with a three-dimensional diorama that provides minute-by-minute descriptions of what happened on Aug. 19, 1782, when British soldiers and their Native American allies ambushed and defeated pioneer settlers.

Blue Licks Battlefield State Resort Park is one of the few Revolutionary War battlefields left in the country. The park features a lodge, Hidden Waters Restaurant, cottages, mini-golf, gift shop, picnic area, hiking trails, swimming pool and a campground.



October is Depression Awareness Month

Depression is a commonly occurring mental illness. In any given 1 year period, 9.5 percent of the population, or about 18.8 million American adults, suffer from a depressive illness.

Most people with a depressive illness do not seek treatment, although a great majority can be helped through medications and psychosocial therapies known as cognitive/behavioral therapy. Treatments can improve the quality of life and even save lives.

The Kentucky Employee Assistance Program (KEAP) provides Kentucky State Government employees and their families free screenings for depression in the KEAP office, by telephone or online. One can call a toll free number, 1-877-769-5040, then use the dial pad to answer the screening questions and some demographic questions and receive a rating on the depression scale. To access the screenings online, go to the <http://personnel.ky.gov/programs> and select the Kentucky Employee Assistance Program link. From there, click on the Mental Health Screening Program link.

Other screenings are available for alcohol abuse, eating disorders, generalized anxiety and post-traumatic stress. It takes about 15 minutes to complete each screening. Those with privacy concerns (about cyberspace) may feel more comfortable using the toll-free number.

It is important to remember that like many other illnesses, depression varies from person to person and has a range of symptoms, from mildly uncomfortable to debilitating. The National Institute for Mental Health describes the most common symptoms of depression as:

- Persistent sad, anxious, or "empty" mood.
- Feelings of hopelessness, pessimism.
- Feelings of guilt, worthlessness, helplessness.
- Loss of interest or pleasure in hobbies and activities that were once enjoyed, including sex.
- Decreased energy, fatigue, being "slowed down."
- Difficulty concentrating, remembering or making decisions.
- Insomnia, early-morning awakening or oversleeping.
- Appetite and/or weight loss or overeating and weight gain.
- Thoughts of death or suicide; suicide attempts.
- Restlessness, irritability.
- Persistent physical symptoms that do not respond to treatment, such as headaches, digestive disorders and chronic pain.

Often people who have depression don't know it. Sometimes they are resistant to seeing a doctor or a counselor. For those who love and care for them, this is frustrating. The best thing to do in is to educate ourselves and our loved ones about depression. Get information from books, the Internet or your doctor. Encourage your loved one to seek help. Most importantly, remember that you didn't cause - it and you can't fix it.

KEAP provides state government employees and their dependents assessment and referral services for depression and other personal concerns. KEAP services are confidential within the guidelines of the law, and can be reached at (502) 564-5788 or 1-800-445-5327.



Why you should join the Kentucky Public Employees' Deferred Compensation Program

Simple. Smart. For You. For Life.

Consider These Benefits:

- ◆ You need a long-term investment savings plan to meet your retirement goals. Chances are, Social Security benefits, plus your state or other system retirement plan, will not provide enough income to maintain your current standard of living. Kentucky's low-cost program lets you supplement your retirement with your own voluntary savings and investment plan.
- ◆ You may select from a number of quality, well-known investment options on a no-load basis. Fund management and plan fees may still apply. **Fund prospectuses are available by calling 1.800.542.2667. Read the prospectus carefully before investing.**
- ◆ It is convenient. You can invest easily through payroll deduction.
- ◆ Tax deferral means you can invest more of your income now. You pay no federal or state taxes on the portion of your income you contribute to the traditional pre-tax 457 and 401(k) plans, or on any of your investment earnings, until the money is paid out to you. *Assets withdrawn from a qualified plan may be subject to a 10% penalty tax if withdrawn prior to the age of 59 1/2; and all withdrawals may be subject to income tax.*
- ◆ You may also pay lower taxes when you receive your distributions. First, you may be in a lower tax bracket after you retire. Second, under current state law, a significant portion of your Deferred Compensation distributions at retirement may be excludable from Kentucky state income tax.
- ◆ It is easy to make changes: Over the Web at www.kentuckydcp.com, or with SAVER, our telephone voice response system (800.793.4401). Both allow you to check on your account balance, move money between funds, and more – any time of the day or night (except for brief backup periods). You may also make changes by contacting the Authority office in Frankfort. *Certain excessive trading restrictions may apply.*
- ◆ Your Social Security and retirement benefits are not affected by your contributions under the Authority's Plan(s).

The Kentucky Public Employees' Deferred Compensation Authority (the "Authority") provides supplemental retirement coverage to thousands of public employees in Kentucky.

Available Plans:

- ◆ **457(b) Plan**
- ◆ **401(k) Plan**
includes a Roth 401(k) option.
- ◆ **Deemed IRA** (coming 7/1/07)
Includes a Traditional and Roth IRA option, available only to participants in the Authority's 457 or 401(k) Deferred Compensation Plans.

To Learn More:

Call a Kentucky Plan Service Representative at **1.800.542.2667** (or in Frankfort at **573.7925**).

Information provided by Plan Service Representatives is for educational purposes only and is not intended as tax, legal, or investment advice.

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